

## *ABSTRACT*

The development of the national public banking industry in Indonesia very rapidly cause severe competition. PT. Bank XYZ is one of the national private commercial bank foreign exchange in Indonesia. PT. XYZ Bank should be able to produce a good performance to be competitive. It is supported from the employee's performance which is owned by PT. Bank XYZ. The employee's performance can be affected by several factors including employee competence and motivation is the employee. Development of training programs that is needed to improve the competence of employees.

This research was conducted on one of the branches of PT. XYZ Bank in the city of Bandung. This study aims to determine: 1) training of staff kasryawan PT. Bank XYZ Bandung; 2) motivation of the employees working on the staff of PT. Bank XYZ Bandung; 3) the performance of employees at PT. Bank XYZ Bandung; 4) How much influence the training and motivation to work on the performance of employees at PT staff employees. XYZ Bank city of Bandung.

This research uses descriptive and causal method with quantitative approach. Technique of the analysis of data in this study using multiple linear regression analysis technique. Researchers use sampling saturated which makes the entire population of employees of the staff of PT. Bank XYZ Bandung totaling 61 people as research objects. The scale of measurement used are ordinal scale and a Likert scale used in measuring instruments in the statement of this research.

Descriptive analysis showed that staff employees at PT. XYZ Bank city of Bandung was felt that the training provided by PT. XYZ Bank city of Bandung was well with the average value of percentage of 74.9%. While motivation is owned by PT staff employees. Bank XYZ Bandung is already high with an average value of 79.0% and the percentage of employees' performance generated was already good with the average value of percentage of 78.2%. Training and motivation influence on employee performance by 71.2%. The total effect of training on employee performance is 19.2%, while the total effect of work motivation on employee performance is 50.2% and the remaining 28.8% is influenced by other variables outside the research. Training and motivation have a significant influence on employee performance simultaneously and partially.

Based on the research results, the suggestions are: 1) The length of time training should be more effective and efficient; 2) It should be enhanced the role of the boss to motivate subordinates to have a higher desire to achieve the best position; 3) Timeliness staff employees in completing the task should continue ditingkatka; 4) The training program there should be improved.

Keywords: Training, Work Motivation, Employee Performance